

DOI Strategic HC Implementation Plan  
Milestones Timelines

Strategic Alignment	Milestone	Improve Health of Watershed and Landscapes	Resource Protection Sustain Biological Communities	Protect Cultural and Heritage Resources	Resource Use Provide Access to Enhance Public Benefit, Promote Responsible Use, and Ensure Optimal Value	Deliver Water and Power in an Environmentally Responsible and Cost Efficient Manner	Expand Access to Recreation	Recreation Ensure Quality of Recreation	Recreation Provide Fair Value in Recreation	Protect Lives, Resources and Property	Advance Knowledge Through Scientific Leadership	Serving Communities Fulfill Indian Trust Responsibilities	Advance Quality Communities for Tribes	Improve Economic Self-Sufficiency for Insular Areas
1 Management Accountability	1- Establish team	X	X	X	X	X	X	X	X	X	X	X	X	X
	2- Schedule & Review	X	X	X	X	X	X	X	X	X	X	X	X	X
	3- Hold meetings	X	X	X	X	X	X	X	X	X	X	X	X	X
2 Workforce Planning	1- Best practices	X	X	X	X	X	X	X	X	X	X	X	X	X
	2- Employee tracking system	X	X	X	X	X	X	X	X	X	X	X	X	X
	3- Exit Surveys	X	X	X	X	X	X	X	X	X	X	X	X	X
	4- Common Definition and approach	X	X	X	X	X	X	X	X	X	X	X	X	X
	5- Volunteer authority	X	X	X	X	X	X	X	X	X	X	X	X	X
	6- Workforce plans	X	X	X	X	X	X	X	X	X	X	X	X	X
	7- Reorganization business cases	X	X	X	X	X	X	X	X	X	X	X	X	X
	8- Plan for managing workforce diversity	X	X	X	X	X	X	X	X	X	X	X	X	X
	9- Business management skill development	X	X	X	X	X	X	X	X	X	X	X	X	X
	10- Use WFP for Competitive Sourcing	X	X	X	X	X	X	X	X	X	X	X	X	X
	11- Restructuring (like Service 1st)	X	X	X	X	X	X	X	X	X	X	X	X	X
	12- Update workforce plans	X	X	X	X	X	X	X	X	X	X	X	X	X
3 Performance	1- Code of Science Ethics	X	X	X	X	X	X	X	X	X	X	X	X	X
	2- Info dissemination to public	X	X	X	X	X	X	X	X	X	X	X	X	X
	3- SES performance system	X	X	X	X	X	X	X	X	X	X	X	X	X
	4- 4c's Award	X	X	X	X	X	X	X	X	X	X	X	X	X
	5- Monitor SES performance	X	X	X	X	X	X	X	X	X	X	X	X	X
	6- Cascade strat goals to next level	X	X	X	X	X	X	X	X	X	X	X	X	X
	7- Review non-SES performance system	X	X	X	X	X	X	X	X	X	X	X	X	X
	8- Compensation for facility mng positions	X	X	X	X	X	X	X	X	X	X	X	X	X
4 Common HR Practices	1- Career field review	X	X	X	X	X	X	X	X	X	X	X	X	X
	2- Hiring tools	X	X	X	X	X	X	X	X	X	X	X	X	X
	3- Employment practice workshop	X	X	X	X	X	X	X	X	X	X	X	X	X
	4- Facility Mng awareness of tools	X	X	X	X	X	X	X	X	X	X	X	X	X
	5- Standard PD's for 5 career fields	X	X	X	X	X	X	X	X	X	X	X	X	X
	6- New programs	X	X	X	X	X	X	X	X	X	X	X	X	X
	7- Streamlined hiring	X	X	X	X	X	X	X	X	X	X	X	X	X
	8- PMI Program	X	X	X	X	X	X	X	X	X	X	X	X	X
	9- Additional standard PD's	X	X	X	X	X	X	X	X	X	X	X	X	X
	10- Safety/Workers Comp processes	X	X	X	X	X	X	X	X	X	X	X	X	X
	11- Core competencies (fac mng 1st)	X	X	X	X	X	X	X	X	X	X	X	X	X
5 Training and Development	1a- Training rep meeting	X	X	X	X	X	X	X	X	X	X	X	X	X
	1b- Training catalog website	X	X	X	X	X	X	X	X	X	X	X	X	X
	2a- 4C's training	X	X	X	X	X	X	X	X	X	X	X	X	X
	2b- New employee orientation	X	X	X	X	X	X	X	X	X	X	X	X	X
	2c- ADR training	X	X	X	X	X	X	X	X	X	X	X	X	X
	2d- Internship programs	X	X	X	X	X	X	X	X	X	X	X	X	X
	2e- SES and TLP	X	X	X	X	X	X	X	X	X	X	X	X	X
	2f- Supervisor training	X	X	X	X	X	X	X	X	X	X	X	X	X
	2g- Department-wide Manager Conf	X	X	X	X	X	X	X	X	X	X	X	X	X
	2h- Business management	X	X	X	X	X	X	X	X	X	X	X	X	X
	2i- Program evaluation training	X	X	X	X	X	X	X	X	X	X	X	X	X
	2j- Mid-career exchange program	X	X	X	X	X	X	X	X	X	X	X	X	X
	2k- Safety training	X	X	X	X	X	X	X	X	X	X	X	X	X
	3a- Training definition and cost struct	X	X	X	X	X	X	X	X	X	X	X	X	X
	3b- Training system	X	X	X	X	X	X	X	X	X	X	X	X	X
	3c- Collect training data	X	X	X	X	X	X	X	X	X	X	X	X	X
	3d- Analyze cost and improve	X	X	X	X	X	X	X	X	X	X	X	X	X
6 Indian Trust	1- Identify senior leadership group	X	X	X	X	X	X	X	X	X	X	X	X	X
	2- Analyze demographics and skills	X	X	X	X	X	X	X	X	X	X	X	X	X
	3- Trust management policies and procedures	X	X	X	X	X	X	X	X	X	X	X	X	X
	4- Publish policy and organizational structures	X	X	X	X	X	X	X	X	X	X	X	X	X
	5- Assess workload, gaps and workforce needs	X	X	X	X	X	X	X	X	X	X	X	X	X
	6- Reengineer trust work and define skills	X	X	X	X	X	X	X	X	X	X	X	X	X
	7- Common position descriptions	X	X	X	X	X	X	X	X	X	X	X	X	X
	8- Personnel system flexibilities	X	X	X	X	X	X	X	X	X	X	X	X	X
	9- Common staffing methodologies	X	X	X	X	X	X	X	X	X	X	X	X	X
	10- Improve training	X	X	X	X	X	X	X	X	X	X	X	X	X
	11- Legislative initiatives	X	X	X	X	X	X	X	X	X	X	X	X	X
	12- Workforce planning, IDPs and staffing ph	X	X	X	X	X	X	X	X	X	X	X	X	X
7 Wildland Fire	1- Fire Mng Qualifications	X	X	X	X	X	X	X	X	X	X	X	X	X
	2- SES Performance measures	X	X	X	X	X	X	X	X	X	X	X	X	X
	3- Comprehensive workforce analysis	X	X	X	X	X	X	X	X	X	X	X	X	X
	4- Hiring practices	X	X	X	X	X	X	X	X	X	X	X	X	X
	5- Safety system upgrade	X	X	X	X	X	X	X	X	X	X	X	X	X
	6- Standard PD's	X	X	X	X	X	X	X	X	X	X	X	X	X
	7- Assess recruitment process	X	X	X	X	X	X	X	X	X	X	X	X	X
	8- Training and development plan	X	X	X	X	X	X	X	X	X	X	X	X	X
8 Law Enforcement	1- Policies and procedures	X	X	X	X	X	X	X	X	X	X	X	X	X
	2- Senior leadership group	X	X	X	X	X	X	X	X	X	X	X	X	X
	3- Roles and responsibilities	X	X	X	X	X	X	X	X	X	X	X	X	X
	4- Skills and competencies	X	X	X	X	X	X	X	X	X	X	X	X	X
	5- Publish new policies	X	X	X	X	X	X	X	X	X	X	X	X	X
	6- Common PD's	X	X	X	X	X	X	X	X	X	X	X	X	X
	7- Law enforcement pay and comp	X	X	X	X	X	X	X	X	X	X	X	X	X
	8- Implement new policies	X	X	X	X	X	X	X	X	X	X	X	X	X
	9- Staffing models	X	X	X	X	X	X	X	X	X	X	X	X	X
	10- Law enforcement comp under DOI	X	X	X	X	X	X	X	X	X	X	X	X	X
	11- Legislative initiatives (pay)	X	X	X	X	X	X	X	X	X	X	X	X	X
	12- Training and IDPs	X	X	X	X	X	X	X	X	X	X	X	X	X
	13- Update policies	X	X	X	X	X	X	X	X	X	X	X	X	X
	14- Legislative initiatives (other)	X	X	X	X	X	X	X	X	X	X	X	X	X
	15- Implement law as received	X	X	X	X	X	X	X	X	X	X	X	X	X